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ABSTRACT

A study was conducted to assess the impact of projected retirements among full-time faculty on the public community colleges of Illinois. Age data on fall 1987 faculty were analyzed by college, program area, discipline and subdiscipline, gender, race/ethnicity, tenure status, and highest degree earned. Study findings included the following: (1) 21.3% of the the current full-time community college faculty were eligible for retirement in 1988, and 38% will have retired or could be eligible for retirement by 1992; (2) both numerically and proportionately, more males than females were nearing retirement; (3) a larger proportion of minorities than whites were over 50 years of age; (4) 47.8% of the system's faculty with doctoral degrees were 50 years old or older; and (5) seven disciplines accounted for 58% of all full-time faculty who could retire in the next few years, including English, social sciences, business/office occupations, physical sciences, mathematics, nursing, and life sciences. (AYC)

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REPORT ON THE STUDY OF PROJECTED FULL-TIME FACULTY RETIREMENTS IN THE PUBLIC COMMUNITY COLLEGES OF ILLINOIS

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Illinois Community College Board

REPORT ON THE STUDY OF PROJECTED FULL-TIME FACULTY RETIREMENTS IN THE PUBLIC COMMUNITY COLLEGES OF ILLINOIS

This report focuses on projected retirement among the full-time faculty in Illinois public community colleges based on Fall Term 1987 Faculty and Staff (P1) data. Faculty retirement is an especially timely topic. The Commission on the Future of Community Colleges in its report Building Communities: A Vision for a New Century, addressed the magnitude of the retirement issue nationwide, "Within the next 12 years, approximately 40 percent of all community college faculty who now teach will retire." During the 1960s and early 1970s rapid expansion occurred in Illinois' public community colleges. Growing enrollments necessitated the hiring of large numbers of faculty. As enrollments leveled in the late 1970s and 1980s, overall fewer new faculty positions were created. Large numbers of the faculty cohort group hired during the system's rapid growth will soon be reaching retirement age. Hence, there is a need to study the possible impact of these potential retirements on faculty needs by various program areas and to assess the potential impact on the demographic structure of the faculty.

This report analyzes only age data in an attempt to assess the potential impact of retirement on the Illinois community college system. Certainly other factors such as years of experience and personal choice are involved in retirement eligibility and decisions. Recent changes in federal law regarding mandatory retirement age make the magnitude of retirements difficult to predict. While there is some evidence that nationally the average age of retirement for university faculty is increasing slightly from 64.6 to 65 years of age (Mooney, 1988), information on retirement age obtained from the State Universities Retirement System (SURS) in Illinois indicates that the average age of community college faculty retirees has ranged from 61.6 to 62.3 years over the past six years. During that period (fiscal years 1983 through 1988) 71.7 percent of the community college retirees retired before the age of 65. Approximately 30 percent of the full-time faculty retirees were between the ages of 55 and 59 (see Appendix Table 1A). Although faculty retire at various ages depending upon years of service, other interests, and personal choice, many faculty are eligible for early retirement at age 55. Over the past few years, between 25 and 30 percent of the faculty age 55 and over retire each year. As one would expect, the percentage of faculty that retire increases with each age group. Between 15 and 20 percent of the full-time faculty between the ages of 55 and 59 retire annually. About 32.5 percent of the 60 to 64 year olds retire, and approximately 62.5 percent of those over 65 retire each year. Thus, while this report focuses on faculty age 55 and over, as well as 50 and over to give a longer range perspective on potential retirements, the reader should keep in mind that the actual number of annual retirements will probably be about one-fourth of those who are eligible for retirement based on age.

Figure 1 illustrates the percent of current full-time faculty in three age groups: less than 50, 50-54, and 55 and over. Statewide, over one-fifth (21.3 percent) of the current full-time faculty are at least 55. The inclusion of faculty age 50 to 54 adds 16.7 percent to the group of current faculty potentially eligible for early retirement. Hence, by 1992 a total of 1,636 or 38 percent of current full-time faculty will either be retired or could be eligible for early retirement based on age.

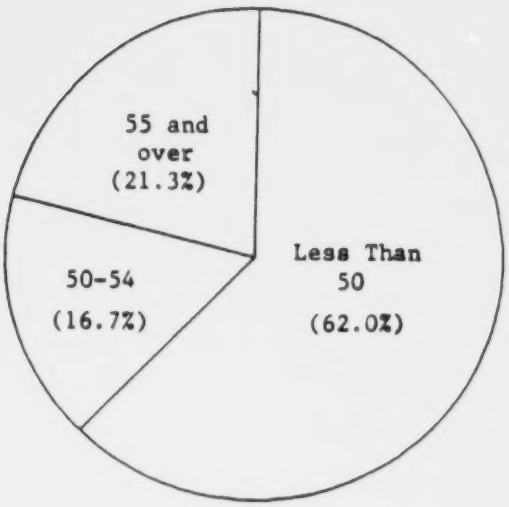

Figure 1. Statewide Percent of Current Full-time Faculty by Age Group

Table 1 summarizes information about full-time faculty 55 and over and 50 and over by college. One-half of the colleges have between 10 and 19 percent of their current faculty who are at least 55 years old. Sixteen colleges have between 20 and 29 percent, five have between 30 and 39 percent, and one college has 44 percent of its faculty over the age of 55.

When faculty aged 50-54 are considered, 11 colleges will have 40-49 percent of their full-time faculty potentially eligible for retirement by 1992. Moreover, six colleges will have over one-half (50-59 percent) of their current faculty potentially eligible for retirement. Hence, over one-third of the colleges could face the potential loss of over 40 percent of their current full-time faculty through retirement by 1992.

Retirements by Program Area

Table 2 summarizes full-time faculty teaching in each broad programmatic area. Full-time faculty are employed primarily in the baccalaureate/transfer and occupational program areas. Other broad program areas are staffed basically by part-time faculty. Of the two areas employing the majority of full-time faculty, retirements will have the greatest impact on baccalaureate/transfer faculty. Nearly one-fourth of this group are at least 55 years old. When the faculty aged 50 to 54 are added, the percentage of baccalaureate/transfer faculty potentially eligible for retirement by 1992 reaches 41.7 percent. In comparison, 18.2 percent of the occupational program faculty are 55 and over; and by 1992, 33.3 percent of the occupational faculty could be eligible for retirement.

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Table 1

FULL-TIME FACULTY BY COLLEGE
FALL 1987

Dist. No.	District/College	Faculty Grand Total	55 and Above N	55 and Above %	50 and Above N	50 and Above %
501	Kaskaskia	64	8	12.50%	19	29.69%
502	DuPage	207	51	24.64	82	39.61
503	Black Hawk					
	Quad Cities	127	15	11.81	31	24.41
	East	23	3	13.04	4	17.39
504	Triton	234	44	18.80	84	35.90
505	Parkland	156	19	12.18	42	26.92
506	Sauk Valley	53	11	20.75	24	45.28
507	Danville	66	14	21.21	21	31.82
508	Chicago					
	Kennedy-King	172	53	30.81	100	58.14
	Washington	164	51	31.10	83	50.61
	Malcolm X	124	28	22.58	51	41.13
	Truman	146	50	34.25	81	55.48
	Olive-Harvey	125	40	32.00	60	48.00
	Daley	128	48	37.50	74	57.81
	Wilbur Wright	134	60	44.78	80	59.70
	City-Wide	41	6	14.63	10	24.39
509	Elgin	91	18	20.00	26	28.89
510	South Suburban	116	20	17.24	55	47.41
511	Rock Valley	129	29	22.48	53	41.09
512	Harper	164	42	25.77	65	39.88
513	Illinois Valley	80	15	18.75	30	37.50
514	Illinois Central	176	28	15.91	54	30.68
515	Prairie State	78	23	29.49	41	52.56
516	Waubonsee	57	6	10.53	19	33.33
517	Lake Land	90	13	14.44	32	35.56
518	Carl Sandburg	59	9	15.25	18	30.51
519	Highland	39	7	17.95	12	30.77
520	Kankakee	50	4	8.00	12	24.00
521	Rend Lake	56	12	21.43	18	32.14
522	Belleville	105	22	20.95	41	39.05
523	Kishwaukee	67	10	14.93	17	25.37
524	Moraine Valley	166	26	15.66	48	28.92
525	Joliet	138	36	26.09	57	41.30
526	Lincoln Land	127	18	14.17	40	31.50
527	Morton	56	13	23.21	23	41.07
528	McHenry	46	7	15.56	16	35.56
529	Illinois Eastern					
	Lincoln Trail	25	3	12.00	7	28.00
	Olney Central	44	8	18.18	18	40.91
	Wabash Valley	39	8	20.51	11	28.21
	Frontier	3	0	0.00	0	0.00
530	Logan	53	5	9.43	14	26.42
531	Shawnee	25	5	20.00	7	28.00
532	Lake County	148	18	12.16	39	26.35
533	Southeastern	69	9	13.04	19	27.54
534	Spoon River	32	8	25.00	12	37.50
535	Oakton	109	18	16.51	36	33.03
536	Lewis & Clark	78	14	17.95	23	29.49
537	Richland	40	6	15.00	7	17.50
539	John Wood	17	2	11.76	3	17.65
601	State Comm. Coll.	39	10	25.64	17	43.59
	TOTALS	4,575	973	21.28%	1,736	37.97%

Table 2

FULL-TIME FACULTY BY PROGRAM AREA
FALL 1987

Program Area	Grand Total	Faculty 55 and Above N	55 and Above %	50 and Above N	50 and Above %
Baccalaureate/Transfer	2,649	628	23.7%	1,104	41.7%
Occupational	1,812	330	18.2	604	33.3
Community Education	4	0	0.0	2	50.0
Remedial	54	11	20.4	20	37.0
General Studies	3	0	0.0	0	0.0
Vocational Skills	11	2	18.2	3	27.3
ABE	34	2	5.9	3	8.8
ASE	8	0	0.0	0	0.0
TOTALS	4,575	973	21.3%	1,736	37.9%

Table 3 presents faculty assignments in individual discipline areas. The disciplines go across the broad program areas discussed previously. Academic disciplines can be impacted by retirements in two ways - numerically or proportionately. If a college loses a large number of faculty in a given discipline, it may be faced with recruiting problems due to the substantial number of replacements needed. Proportionately, even though the losses may be small numerically, a college may be faced with loosing a large percentage of its faculty in a given area. Both could create problems for a college. In some instances, a discipline may experience the impact of both numerical and proportional losses. (Appendix Table 2A provides a complete listing of the fifty discipline areas and the number and percentage of full-time faculty in each discipline over the ages of 55 and 50.)

Numerically, seven discipline areas account for 58 percent of all full-time faculty who could retire in the next few years. Statewide, these disciplines - letters (English), social sciences, business and office occupations, physical sciences, mathematics, nursing, and life sciences - each have over 50 faculty over the age of 55 and over 100 faculty over the age of 50. Specific data for these areas are presented in Table 3. Listed beneath the disciplines are the sub-disciplines with the largest number of faculty in the respective age groups. Sub-disciplines that could feel the impact of retirements include English/composition, history, secretarial science, chemistry, physics, and biology.

Proportionately, as shown in Table 4, nine academic disciplines have at least 20 percent of their faculty over the age of 55 and eleven disciplines have at least 40 percent over the age of 50. Three of these areas - social sciences, physical sciences, and nursing - appear on both the numerical and proportional listings of disciplines that could be affected by faculty retirements. Leading the list of disciplines that have a large share or their faculty

nearing retirement age are architecture/design (55.6 and 61.1 percent), foreign language (31.6 and 57.9 percent), multi/interdisciplinary studies (34.9 and 57.6 percent), and marketing and distribution (33.3 and 55.6 percent). In each of these disciplines over one-half of the current full-time faculty are over the age of 50.

Table 3

DISCIPLINES AND SUB-DISCIPLINES WITH THE LARGEST NUMBER OF FACULTY 55 AND ABOVE AND 50 AND ABOVE FALL 1987

		Faculty				
		Grand Total	55 and Above		50 and Above	
CIP	Discipline	N	N	%	N	%
23	LETTERS	579	137	23.66%	227	39.21%
23.0101	General English	336	93	27.68	150	44.64
23.0401	Composition	141	28	19.86	50	35.46
45	SOCIAL SCIENCES	346	100	28.90	165	47.69
45.0101	General Social Sciences	90	32	35.56	45	50.00
45.0801	History	72	23	31.94	37	51.39
45.1101	Sociology	75	19	25.33	31	41.33
45.0601	Economics	45	13	28.89	18	40.00
07	BUSINESS & OFFICE OCCUPATIONS	425	74	17.41	140	32.94
07.0101	Accounting & Bookkeeping General	83	21	25.30	31	37.35
07.0601	General Secretarial and Related Programs	78	19	24.36	33	42.31
40	PHYSICAL SCIENCES	243	68	27.98	114	46.91
40.0501	General Chemistry	110	38	34.55	57	51.82
40.0801	General Physics	52	15	28.85	26	50.00
40.0101	General Physical Sciences	51	12	23.53	20	39.22
27	MATHEMATICS	319	68	21.32	125	9.18
18	NURSING	303	62	20.46	128	42.24
26	LIFE SCIENCES	252	54	21.43	104	41.27
26.0101	General Biology	203	47	23.15	91	44.83

Colleges will, of course, need to continue the ongoing analysis of their own data to determine critical shortages anticipated at the local level, while remaining cognizant of the increased statewide competition for qualified full-time replacement faculty in the disciplines identified in Tables 3 and 4.

Table 4

DISCIPLINES WITH THE LARGEST PROPORTION OF
FACULTY 55 AND OVER AND 50 AND OVER
FALL 1987

CIP	Discipline	Grand Total	55 and Above N	55 and Above %	50 and Above N	50 and Above %
04	Architecture/Design	18	10	55.6%	11	61.1%
16	Foreign Languages	57	18	31.6	33	57.9
30	Multi/Interdis. Studies	66	23	34.9	38	57.6
08	Marketing & Distribution	27	9	33.3	15	55.6
13	Education	89	26	29.2	44	49.4
45	Social Sciences	346	100	28.9	165	47.7
40	Physical Sciences	243	68	28.0	114	46.9
36	Leisure and Rec. Activities	64	10	15.6	30	46.9
09	Communications	23	4	17.4	10	43.5
18	Nursing	303	65	20.5	128	42.2
46	Construction Trades	15	4	26.7	6	40.2

Data from the Illinois Board of Higher Education provide some insight into the availability of potential replacements in the various disciplines. The Appendix contains Tables 3A and 4A that present the number of master's and doctoral degrees conferred in Illinois by discipline for several years. These data are presented to provide an overview of one source of supply data from which a portion of the retiring faculties' successors can be located. In the disciplines that could experience a substantial number of losses due to retirements, Illinois colleges and universities have produced a relatively large number of master's degree recipients. If, however, the community colleges were attempting to hire new doctoral recipients, the market may be somewhat tighter, particularly in the English and mathematics areas. For example, over the last four years, an average of 75 doctorates have been produced annually in English and only 34 in the field of mathematics. The colleges have established their own sources for locating qualified faculty, which they will continue to use, including among others: secondary school faculty, private business/industry mid-career employees, graduates from specific in- and out-of-state universities whose alumni have performed well previously, and contacts made through professional organizations and informal networks.

Retirements by Faculty Characteristics

Table 5 shows the gender of full-time faculty. Currently, approximately two-thirds of the full-time faculty are male. A higher percentage of males (22.5 percent) than females (19.1 percent) are over 55 years old. When the 50 to 54 year olds are included, these percentages increase to 39.6 and 35.0 percent, respectively. Numerically, 1,155 males will be eligible for retirement by 1992 compared to only 581 female faculty.

Table 5

FULL-TIME FACULTY BY GENDER
STATEWIDE
FALL 1987

	Faculty				
	Total	55 and Above		50 and Above	
Gender	Faculty	N	%	N	%
Male	2,913	656	22.5%	1,155	39.6%
Female	1,662	317	19.1	581	35.0
TOTALS	4,575	973	21.3%	1,736	37.9%

Table 6 presents data pertaining to the full-time faculty's racial/ethnic composition. As indicated earlier, 21.3 percent of the full-time faculty currently are at least 55. In comparison, 62.5 percent of the American Indian, 23.5 percent of the Hispanic, 21.9 percent of the black, and 10.6 percent of the Asian/Pacific Islander faculty members are of potential retirement age. By 1992 when 38 percent of the current faculty will have reached retirement age, there is a potential loss of 62.5 percent among American Indians, 55.9 percent among Hispanics, 41.8 percent among blacks, and 36.5 percent among Asians compared to 37.5 percent among whites. Hence, the overall potential reduction of American Indian, Hispanic, and black faculty via retirement is substantial unless an effort is made to replace their representation. By 1992, 1,506 of the current white faculty compared to 230 minority faculty will have reached retirement age. Thus, over the next five years, the opportunity will exist to alter the racial/ethnic distribution of community college faculty. However, with the limited number of minorities receiving advanced degrees, colleges will need to continue their efforts to develop goal-oriented plans for maintaining and enhancing minority representation in their faculties. In Building Communities: A Vision for a New Century, the Commission of the Future of Community Colleges recommended that colleges put forth extra efforts to increase the percentage of minorities among the faculty. The report emphasized the need for minority faculty to serve as role models and mentors.

Table 6

FULL-TIME FACULTY BY RACIAL/ETHNIC ORIGIN
FALL 1987

Race/Ethnicity	Faculty				
	Grand Total	55 and Above		50 and Above	
		N	%	N	%
White	4,015	861	22.4%	1,506	37.5%
Black	402	88	21.9	168	41.8
Asian/Pac Islander	104	11	10.6	38	36.5
Hispanic	34	8	23.5	19	55.9
American Indian	8	5	62.5	5	62.5
Unknown	12	0	0.0	0	0.0
TOTALS	4,575	973	21.3%	1,736	37.9%

Table 7 presents the tenure status of the full-time faculty. Overall, 87.4 percent of the faculty in Illinois community colleges are tenured. Nearly 91 percent of the faculty holding tenure track positions have obtained that status. The distribution of tenured and non-tenured faculty could dramatically change due to retirement since 23.6 percent of the tenured faculty are over 55 and an additional 18.2 percent will have reached retirement age by 1992. While the loss of tenured faculty can negatively affect institutional and/or programmatic stability, it also presents opportunities for colleges to place renewed emphasis on the importance of quality teaching.

Table 7

FULL-TIME FACULTY BY TENURE STATUS
FALL 1987

Tenure Status	Faculty				
	Grand Total	55 and Above		50 and Above	
		N	%	N	%
Tenured	3,998	942	23.6%	1,669	41.7%
Not Tenured	408	18	4.4	38	9.3
Non-Tenured Track	169	13	7.7	29	17.2
TOTALS	4,575	973	21.3%	1,736	37.9%

Table 8 presents the highest degree earned by full-time faculty. Overall, 85.1 percent of the 4,575 full-time faculty have earned at least a master's degree. Specifically, 71.4 percent have master's degrees, 0.7 percent hold first professional degrees, and 11.1 percent have earned doctoral degrees. In comparison, of the 973 full-time faculty 55 years and over 88.5 percent have at least a master's degree. The master's degree is the highest degree held by 72.4 percent of the individuals in the 55 and over age group: 1.3 percent have first professional degrees and 14.8 percent hold doctoral degrees.

Table 8

FULL-TIME FACULTY BY HIGHEST DEGREE EARNED
FALL 1987

Highest Degree	Faculty				
	Grand Total	55 and Above		50 and Above	
		N	%	N	%
Associate	95	15	15.8%	25	26.3%
Bachelor's	486	63	13.0	119	24.5
Master's	3,265	704	21.6	1,280	39.2
First Professional	30	13	43.3	15	50.0
Doctorate	506	144	28.5	242	47.8
Other	56	7	12.5	14	25.0
Unknown	137	27	19.7	41	29.9
TOTALS	4,575	973	21.3%	1,736	37.9%

Focusing on faculty with doctoral degrees reveals that full-time faculty 55 and over constitute more than one-fourth (28.5 percent) of those with doctorates. This means that if those persons who are eligible for retirement are not replaced by persons with doctoral degrees or if current faculty are not encouraged to obtain doctorates, the level of education obtained by community college faculty will be diminished. In examining the highest degrees earned by those age 50 and above, the problem becomes even more severe. While only 16.9 percent of all full-time faculty are in the 50-54 age group, 19.4 percent of those holding doctorates are in this group. By 1992, the system could potentially lose nearly one-half (47.8 percent) of its full-time faculty with doctorates if those retiring are not replaced by new faculty with doctorates or continuing faculty are not encouraged to obtain doctoral degrees.

Conclusions

In summary, based on age over one-fifth of the current full-time faculty in Illinois community colleges are potentially eligible for retirement. By 1992 approximately two-fifths of the current full-time faculty will have retired or could be eligible for retirement. Examination of the characteristics of these faculty reveal that the gender, racial/ethnic, tenure, and educational composition of the faculty will be impacted by these retirements. Both numerically and proportionately, more males than females are nearing retirement age. A larger proportion of minorities than whites are in the age groups studied. Additionally, a relatively large share of the system's faculty with doctoral degrees could be potentially eligible for retirement. In addition, some academic disciplines will be affected more than others. Substantial numbers of English, business and office occupations, mathematics, and life sciences faculty are over 55. Other discipline areas could be affected due to the potential loss of relatively large proportions of their faculty. These disciplines include architecture/design, foreign language, multi-disciplinary studies, marketing/distribution, education, leisure/recreation, communications, and construction trades. Social sciences, physical sciences, and nursing could suffer both substantial numerical and proportional losses.

The intent of this document has been to focus attention on the issues surrounding full-time faculty retirement. While past SURS information would indicate that these retirements will be spread out over the next few years and the impact of changing mandatory retirement legislation is uncertain, the information in this report should assist colleges in their ongoing efforts to plan for the orderly replacement of retirees. The approaching retirement of full-time faculty, while somewhat problematic, offers Illinois public community colleges an opportunity for renewal. Educational institutions are labor intensive organizations whose faculty and staff represent their greatest asset and expense. Large scale full-time faculty retirements will challenge community colleges to strengthen their faculty selection processes in order to attract, identify, and choose the most qualified candidates.

> There is no more important task than selecting people for positions at a college or university. Bright, energetic, flexible men and women who care about ideas, research, and the spread of culture and learning not only add immediately to the good functioning of a campus but they facilitate the task of transformation and renewal for the future.
> (Keller, 1983, p. 137)

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29 United States Code, 631.

APPENDIX

Illinois Community College Board

Table 1A

AGE AND YEARS OF SERVICE OF
ILLINOIS PUBLIC COMMUNITY COLLEGE FULL-TIME FACULTY RETIREES
FOR THE PAST SIX FISCAL YEARS

Age at Retirement	Retired 7-1-87 to 6-30-88			Retired 7-1-86 to 6-30-87			Retired 7-1-85 to 6-30-86		
	Number	%	Average Total Years of Service	Number	%	Average Total Years of Service	Number	%	Average Total Years of Service
< 55	1	0.42	35.08	0	0.00	0.00	0	0.00	0.00
55 - 59	74	30.83	21.57	75	30.74	24.46	78	32.64	24.59
60 - 64	96	40.00	21.58	94	38.52	22.30	98	41.00	19.71
65 - 69	50	20.83	17.81	50	20.49	18.97	49	20.50	18.98
70 >	19	7.92	19.03	25	10.25	19.88	14	5.86	23.77
	240	100.00 (18.71)	20.65	244	100.00 (19.02)	22.03	239	100.00 (18.63)	21.39

Age At Retirement	Retired 7-1-84 to 6-30-85			Retired 7-1-83 to 6-30-84			Retired 7-1-82 to 6-30-83			Overall		
	Number	%	Average Total Years of Service	Number	%	Average Total Years of Service	Number	%	Average Total Years of Service	Number	%	Average Total Years of Service
< 55	0	0.00	0.00	0	0.00	0.00	1	0.64	36.08	2	0.16	35.58
55 - 59	52	24.19	23.67	61	32.45	25.29	41	26.11	23.76	381	29.70	23.87
60 - 64	98	45.58	20.99	77	40.96	23.42	74	47.13	18.45	537	41.86	21.09
65 - 69	56	26.05	21.71	42	22.34	18.23	36	22.93	20.45	283	22.06	18.33
70 >	9	4.19	20.00	8	4.26	23.14	5	3.18	15.00	80	6.24	20.39
	215	100.00 (16.76)	21.83	188	100.00 (14.65)	22.86	157	100.00 (12.24)	20.30	1283	100.00 (100.00)	21.29

SOURCE OF DATA: State Universities Retirement System

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Illinois Community College Board

Table 2A

FULL-TIME FACULTY BY TEACHING DISCIPLINE
FALL 1987

CIP	Discipline	Faculty				
		Grand Total	55 and Above	Percent	50 and Above	Percent
01	Agribusiness/Production	73	11	15.07%	14	19.18%
02	Agricultural Sciences	9	1	11.11	2	22.22
03	Natural Resources	5	0	0.0	1	20.00
04	Architecture/Design	18	10	55.56	11	61.11
05	Area/Ethnic Studies	4	0	0.0	1	25.00
06	Business and Management	202	38	18.81	65	32.18
07	Business and Office	425	74	17.41	140	32.94
08	Marketing and Distribution	27	9	33.33	15	55.56
09	[illegible]ications	23	4	17.39	10	43.48
10	[illegible]munications Technologies	9	0	0.0	0	0.0
11	Computer & Info. Sciences	33	3	9.09	6	18.18
12	Consumer and Personal Services	16	3	18.75	5	31.25
13	Education	89	26	29.21	44	49.44
14	Engineering	18	2	11.11	6	33.33
15	Engineering Related Tech.	208	42	20.19	67	32.21
16	Foreign Languages	57	18	31.58	33	57.89
17	Allied Health	219	25	11.42	55	25.11
18	Health Sciences	303	62	20.46	128	42.24
19	Home Economics	11	3	27.27	3	27.27
20	Home & Institutional Services	98	24	24.49	38	38.78
21	Industrial Arts	3	1	33.33	2	66.67
22	Law	7	4	57.14	4	57.14
23	Letters	579	137	23.66	227	39.21
24	Liberal/General Studies	15	2	13.33	4	26.67
25	Library/Archival Sciences	0	0	0.0	0	0.0
26	Life Sciences	252	54	21.43	104	41.27
27	Mathematics	319	68	21.32	125	39.18
30	Multi/Interdisc. Studies	66	23	34.85	38	57.58
31	Parks and Recreation	5	0	0.0	3	60.00
32	Basic Skills	105	16	15.24	29	27.62
34	Health-Related Activities	2	0	0.0	0	0.0
36	Leisure & Recreational Activity	64	10	15.63	30	46.88
38	Philosophy and Religion	33	4	12.12	9	27.27
39	Theology	0	0	0.0	0	0.0
40	Physical Sciences	243	68	27.98	114	46.91
42	Psychology	133	28	21.05	51	38.35
43	Protective Services	46	6	13.04	15	32.61
44	Public Affairs	7	4	57.14	4	57.14
45	Social Sciences	346	100	28.90	165	47.69
46	Construction Trades	15	4	26.67	6	40.00
47	Mechanics and Repairers	160	24	15.00	47	29.38
48	Precision Production	119	23	19.33	41	34.45
49	Transportation & Material Moving	5	0	0.0	0	0.0
50	Visual and Performing Arts	190	39	20.53	69	36.32
	Total Known/Averages	4,561	970	21.27%	1,731	37.95%
	Unknown	14	3		5	
	GRAND TOTALS	4,575	973		1,736	

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Table 3A

MASTER'S DEGREES CONFERRED BY ILLINOIS COLLEGES AND UNIVERSITIES BY DISCIPLINE, 1970-71 TO 1986-87

Discipline	1970-71	1975-76	1980-81	1983-84	1984-85	1985-86	1986-87
01 Agribusiness/Production	35	47	41	50	37	42	41
02 Agricultural Sciences	61	61	97	89	90	111	92
03 Natural Resources	21	29	21	19	10	10	13
04 Architecture/Design	58	174	179	173	176	167	160
05 Area/Ethnic Studies	5	18	38	60	53	55	35
06 Business and Management	2,034	3,052	4,255	5,041	4,752	4,976	4,890
07 Business and Office	0	0	0	0	8	16	0
08 Marketing/Distribution	0	0	0	0	0	0	5
09 Communications	211	531	460	489	468	454	475
10 Communications Technologies	0	0	6	0	0	0	0
11 Computer & Info. Sciences	102	133	267	392	428	488	588
13 Education	4,986	5,793	4,303	3,625	3,438	3,503	3,768
14 Engineering	620	676	675	867	849	830	877
15 Engineering Related Tech.	0	70	47	53	56	42	56
16 Foreign Languages	264	142	70	64	56	63	84
17 Allied Health	1	1	92	119	121	135	206
18 Health Sciences	280	681	854	916	989	1,264	905
19 Home Economics	28	40	80	89	71	72	87
21 Industrial Arts	0	0	19	16	24	14	17
22 Law	17	31	69	79	76	60	65
23 Letters	763	588	380	372	398	421	440
24 Liberal/General Studies	0	0	29	16	17	26	26
25 Library/Archival Sciences	456	427	249	202	234	246	248
26 Life Sciences	294	379	294	283	298	301	286
27 Mathematics	320	211	135	200	210	213	205
30 Multi/Interdisc. Studies	32	230	134	65	93	63	28
31 Parks and Recreation	28	47	33	52	47	35	61
36 Leisure/Recreational	0	0	0	0	0	0	6
38 Philosophy and Religion	211	205	126	133	154	132	146
39 Theology	214	448	282	452	495	512	525
40 Physical Sciences	390	329	289	280	299	313	323
42 Psychology	286	627	481	369	471	353	394
43 Protective Services	5	131	135	108	102	89	100
44 Public Affairs	282	789	782	845	801	796	852
45 Social Sciences	1,057	1,141	822	710	688	744	700
50 Visual and Performing Arts	621	708	653	652	712	628	711
90 Other	25	59	41	0	0	0	0
TOTALS	13,707	17,798	16,438	16,880	16,721	17,174	17,415

SOURCE: Data Book on Illinois Higher Education -- Illinois Board of Higher Education

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Table 4A

DOCTORAL DEGREES CONFERRED BY ILLINOIS COLLEGES AND UNIVERSITIES BY DISCIPLINE, 1970-71 TO 1986-87

Discipline	1970-71	1975-76	1980-81	1983-84	1984-85	1985-86	1986-87
01 Agribusiness/Production	11	5	7	4	7	10	8
02 Agricultural Sciences	51	22	25	30	41	38	45
04 Architecture/Design	0	0	0	0	0	3	0
05 Area/Ethnic Studies	3	3	12	6	6	8	16
06 Business and Management	48	47	44	73	40	52	62
09 Communications	14	35	17	20	19	14	12
11 Computer & Info. Sciences	10	23	28	33	22	34	45
13 Education	352	434	430	333	383	350	344
14 Engineering	237	172	199	180	228	211	224
16 Foreign Languages	53	50	33	26	17	17	16
17 Allied Health	0	0	0	4	4	8	5
18 Health Sciences	17	26	42	54	64	60	62
19 Home Economics	6	3	5	2	2	3	0
22 Law	2	3	0	0	3	2	1
23 Letters	136	120	85	56	76	84	86
24 Liberal/General Studies	7	4	3	6	11	3	7
26 Life Sciences	212	174	179	184	165	174	162
27 Mathematics	84	49	38	27	39	30	42
30 Multi/Interdisc. Studies	11	4	23	1	1	2	1
31 Parks and Recreation	0	3	3	2	5	5	1
38 Philosophy and Religion	65	69	33	64	70	59	61
39 Theology	10	86	193	168	178	154	148
40 Physical Sciences	269	202	220	176	211	199	225
42 Psychology	131	139	184	148	155	181	184
44 Public Affairs	0	8	14	35	34	64	78
45 Social Sciences	277	311	223	221	227	227	213
50 Visual and Performing Arts	63	33	33	64	52	45	48
TOTALS	2,069	2,025	2,073	1,917	2,060	2,037	2,096

SOURCE: Data Book on Illinois Higher Education -- Illinois Board of Higher Education

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